SALEM POLICE DEPARTMENT GENERAL ORDER

FIREARMS AND AUTHORIZED WEAPONS STANDARDS

GO # PP-2

Date of Issue: 03.22.2023

Rescinds: G.O. # 35-2 Firearms Standards / including attachments A & B

Chapter: Police Practices & Procedures

I. PURPOSE:

The purpose of this general order is to document the Use of Firearms policy of this department and to standardize firearms and ammunition.

II. POLICY:

It shall be the policy of the Salem Police Department that all personnel authorized to carry department authorized weapons and ammunition will be trained and qualified in each weapon. Only agency personnel demonstrating proficiency in the use of agency authorized weapons shall be approved to carry such weapons and ammunition. All officers shall be familiar with GO #PP-1, Use of Force.

III. FIREARMS STANDARDIZATION:

Only weapons and ammunition authorized by the agency will be used by agency personnel in the performance of their duties. All firearms/ammunition carried by officers while on-duty shall conform to the specifications set forth in this General Order. All agency personnel authorized to carry lethal and less lethal weapons shall receive all use of force policies and related instruction before authorization to carry a weapon. Policy receipt and curriculum delivery shall be documented.

IV. HANDGUNS

A. All issued handguns are for department sworn personnel only and will be issued by the department armorer.

B. Officers shall carry the assigned Glock Model 22 or 23 (depending on assignment) semi-automatic pistol chambered for .40 caliber, or other semi-automatic pistol as approved by the Chief of Police.

C. Officers assigned to administration, undercover positions, or special assignments are authorized to carry a Glock Model 27 or Sig Sauer P365 (9mm)

D. Appropriate factory (not reloaded) hollow-point service ammunition will be issued to

each officer at least annually, and in sufficient quantity to load the service pistol at least three times.

E. All department issued handguns will be supplied with authorized, hollow point ammunition.

V. SHOTGUNS

A. The department issued shotgun shall be the Remington 870, Mossberg 930 or Benelli M2 shotgun, chambered for 12-gauge rounds.

B. Ammunition will be factory (not reloaded): Rifled slug, OO Buck, or other as dictated by the tactical circumstances.

C. Shotguns will be stored in a secure position within the police vehicle when deployed on the street. The magazine will be full, the chamber empty, the safety in the "ON" position. Additional rounds may be carried in a holder on the stock.

D. Ammunition selection shall be carefully considered in the planning of any tactical deployment of the shotgun.

E. Remington 870 Shotguns, equipped with orange stock and grip shall only be utilized to deploy less lethal rounds. Live rounds shall not be deployed from, carried on or stored near these weapons.

F. Any deployment of the shotgun as a part of a police response shall be noted in the appropriate police reports.

VI. RIFLES

A. Officers will be issued a Colt M-4 Commando .223 Patrol rifle or a Sig Sauer M400. With each rifle the officer will be issued a rifle bag, barrel-mounted flashlight, at least two magazines and a tactical sling.

B. Officers assigned to SOU, undercover or special assignments will be authorized to carry a Heckler & Koch UMP40, .40 cal. submachine gun.

C. Duty ammunition will be factory (not reloaded) ballistic tipped .223. In an emergency .223 ball ammunition may be substituted. Ammunition will be issued annually, in quantity at least to allow for the replacement of two magazines.

D. While on-duty, the rifle shall be stored in the locking rifle rack in the cruiser, or in the rifle bag locked in the trunk. The rifle will be stored chamber empty, bolt forward, selector switch on "SAFE," with a full magazine inserted in the magazine well. No round shall be chambered while being transported in the vehicle under normal patrol circumstances.

E. Off-duty storage will be in the officers' department locker, or in a secure location within

the officers' residence. The rifle will be stored in the rifle bag, chamber empty, bolt forward, safety on. The magazine shall be removed from the rifle. An issued gun lock device shall be used.

F. Rifles shall be displayed or handled inside the police station for official purposes only such as for cleaning, repair, training, or inspection.

G. Any time a rifle is deployed as a part of a police response, it shall be noted in appropriate police reports.

VII. PROFICIENCY:

At least annually, all agency personnel authorized to carry weapons are required to receive in-service training on the agency's use of force policies and demonstrate proficiency with all approved lethal weapons, and electronic controlled weapons that the employee is authorized to use. In-service training for other less lethal weapons and weaponless control techniques shall occur at least biennially. Officers shall become proficient in the use of their department issued weapons in accordance with existing standards of the department as approved by Police Standards and Training Council. The actual approved courses currently in use shall be attached to this general order marked as Addendums. Other appropriate drills and courses of fire may be included in the firearms training program in order to enhance officers' skills, tactics, and judgment in the judicious use of all issued firearms. The program shall incorporate G.O. #PP-1, Use of Force and discussion regarding such situations to aid officers in making appropriate tactical decisions. Officers failing to demonstrate proficiency in the use of agency authorized weapons will have the authorization to utilize such weapon revoked until such time as the officer is able to satisfy those requirements.

A certified Firearms Instructor shall have the ultimate authority on the range and shall educate all officers and enforce all applicable safety rules. The Firearms Instructor shall monitor all proficiency training and will document all training and proficiency by officers. Officer proficiency in all documentation will be marked only as pass or fail.

Officers failing to prove their proficiency during these qualification sessions shall receive remedial training as soon as practical following this session by a certified Firearms Instructor. No officer shall be allowed to return to regularly assigned duties without proving their proficiency. If a qualification is not achieved during the post-qualification session, the Firearm's Instructor shall promptly set-up an additional one-on-one session(s) until qualification is achieved. If, in the opinion of the Firearm's Instructor, proficiency cannot be achieved and/or maintained, the matter shall be referred to the Chief of Police for action. Administrative duties will be assigned to the officer who failed to qualify while dealing with these issues. In the case of patrol rifles, officers who fail to qualify with their department issued rifle will not be allowed to deploy the rifle until qualification is achieved.

A. The following guidelines shall apply to substandard training performances:

1. A "Substandard Training Performance" will be documented in Guardian Tracking by the Use of Force Supervisor. The entry will detail the specifics of the performance, corrective measures taken by the instructor, and remedial training (if any) to be scheduled.

2. Remedial training shall take place as soon as practicable to the identified substandard training performance.

3. Documentation of the remedial training provided will be maintained and attached to the substandard training performance report in Guardian Tracking.

4. The training officer may seek additional training opportunities for the officer.

5. In the event the deficiency occurs during a mandatory certification or annual recertification the issued equipment shall be unassigned from the officer and placed in the armory for safekeeping. An officer who fails to qualify in any firearms or training under this section shall be placed on administrative duties until such time they are able to demonstrate proficiency.

In addition to annual certification, the firearms officer(s) shall develop and maintain an overall training program (with input from the Use of Force Committee regarding actual cases) that will regularly educate officers in all facets of firearms use and safety that shall include, but will not be limited to combat shooting, firing under conditions of stress, and night shooting.

New officers will be authorized to carry their weapon on duty and remove it from the police facility only after successful qualification.

VIII. OFF-DUTY SWORN PERSONNEL:

Officers are authorized, but not required, to carry their department issue sidearm off-duty, when accompanied with their badge and I.D. card. When carrying an authorized off-duty weapon your responsibilities as a police officer do not cease. Your determination to use, or not use deadly force must be guided by court decisions, state law and department policy.

Certified Officers employed by the Salem Police Department who have qualified with department issued and/or approved firearms in accordance with Police Standards and Training Council (PSTC) Pol. 404.03 and this policy, shall be permitted to carry their department issued and/or approved pistol(s) interstate and intrastate in compliance with H.R. 218 and all the applicable sections of this policy.

Officers may carry a weapon off-duty other than department issue, provided they comply with the following conditions:

A. The officer shall seek permission from the Chief of Police in writing and include a full description of the weapon and type of ammunition to be carried.

B. The officer shall qualify with this weapon at least annually using their own ammunition following an inspection by a certified firearms officer.

C. For purposes of this General Order, a personally owned firearm shall be considered property of the Salem Police Department when used in the performance of official duties and may be subject to being held for evidentiary or other purposes.

D. Annually, officers shall advise the Chief of Police in writing of any authorized weapon they continue to carry off-duty.

E. Nothing in this policy prohibits an officer from carrying a non-authorized weapon while off-duty. Any officer carrying an unauthorized weapon does so as a private citizen.

IX. LAW ENFORCEMENT OFFICERS SAFETY ACT:

Under 18 USC 926B (for active law enforcement officers) and 18 USC 926C (for retired and separated officers) "qualified law enforcement officers" are exempt from local and state prohibitions on the carrying of concealed firearms. However, in limited instances, there are exceptions to this rule. Officers carrying a concealed weapon under the LEOSA should be familiar with its restrictions.

X. CARRYING A SECOND WEAPON:

Members of this department are not authorized to carry a second handgun while on-duty without specific written permission from the Chief of Police.

It is recognized that in times where deadly force would be authorized, any instrument at the officer's disposal could be utilized. This may include the officer's flashlight, radio, or other instruments, in hand or within close reach, which would normally not be associated with a use of lethal force.

XI. RETIRED OFFICERS:

Former police officers who have retired from the Salem Police Department under honorable conditions, and at the discretion of the Chief of Police shall be permitted to carry their approved pistol(s) interstate and intrastate in compliance with H.R. 218 and all applicable sections of this policy, after the following annual criteria has been met:

A. The retired officer must meet the qualifications of a retired law enforcement officer (QRLEO) as specified in HR 218, to include:

1. Separated from service in good standing with the Salem Police Department as a sworn law enforcement officer;

2. Served as an officer for an aggregate of 10 years or more, or separated from service after completing any applicable probationary period due to a service-connected disability, as determined by the agency;

3. Has not been officially found by a qualified medical professional employed by the agency to be unqualified for reasons relating to mental health or has not entered into an agreement with the agency from which the individual is separating from service in which that individual acknowledges he or she is not qualified under this section for reasons relating to mental health.

4. The retired officer must make an appointment with The Salem Police Department's Use of Force Coordinator.

5. Annually, the retired officer must pass an authorized qualification course of fire.

6. The retired officer will review and demonstrate an understanding of New Hampshire RSA 627:5 Physical Force in Law Enforcement and 627:4 Physical Force in Defense of a Person.

XII. CARE OF FIREARMS:

Department issued firearms shall be kept clean and in serviceable condition. Unloading/loading of a firearm within the police facility shall only occur after clearing said weapon at the unloading station provided for that purpose. Firearms Instructors shall inspect the firearms on a regular basis (no less than every year) and shall document same. Supervisors shall also check firearms and ammunition on a regular basis as a function of their inspectional duties. Any unsafe weapon discovered during these reviews/inspections shall be immediately removed from service. Armorers shall service all firearms on a yearly basis.

Under no circumstances shall firearms be left where they may fall into the hands of children or unauthorized persons. Firearms shall never be left unattended unless safely secured.

Officers shall endeavor to ensure the firearms will never be displayed in public without just cause; and they should not be used as a bluff or to intimidate.

Officers losing, misplacing or having had stolen any of their firearms (department issue or personal) will notify the Chief of Police immediately of said loss and follow-up within 24 hours with a written report of the loss.

XIII. REMOVAL OF UNSAFE WEAPONS:

Qualified weapons instructors or armorers shall review and inspect all weapons intended for use by department employees prior to assigning each weapon to a department employee. Each weapon shall be inspected at least annually. Records of such inspection will be kept by the Special Services Lieutenant.

Department issued and authorized weapons failing an armorers check, or function check will be removed from service until an authorized department armorer has corrected the failure. Department issued weapons will be replaced with another authorized weapon from the Department Armory.

XIV. TRAINING:

This policy shall be reviewed in its entirety as part of the curriculum of the four hours, state-mandated firearms safety training. Each officer will receive their own copy and the firearms officer will receive written verification that the officer has read and understands the contents of this policy.

XV. USE OF FIREARMS RANGE:

The Salem Police Department utilizes the Hudson, NH Police Department's Firearms Range for the purposes of firearms qualifications, familiarization, and remedial training. In the event that the Hudson range is not available, The Londonderry, NH Police Department's or Hampstead, NH Police Department's Firearms Range will be utilized. The following regulations will be followed by all Department personnel when utilizing the Firearms Range(s):

A. A minimum of two officers will be required to use the range at a given time.

B. Only Department issued firearms or authorized off duty firearms are permitted for use on the range. Department Firearms Instructors may authorize the use of other weapons for the purpose of testing and evaluating.

C. A certified Department Firearms Instructor or responsible officer will be designated as the range supervisor during all times the range is in use.

D. Department Firearms Instructors will maintain an up-to-date certification through the New Hampshire Police Standards and Training Council.

E. Weapons shall not be stored at the range.

F. When the range is in use, firearms and ammunition will remain under the control of the assigned officer or Firearms Instructor.

G. All Firearms safety standards will be followed at times by personnel using the range.

1. Firearms will be pointed in a safe direction at all times. A safe direction is defined as any direction where, if an unintentional discharge were to occur, there would be no chance of personal injury and minimal property damage.

2. Firearms will remain holstered unless the officer is on the firing line and engaging a target. The only exception is at the remote "handling area". When in the "handling area", direct the firearm toward the berm as the firearm is handled.

3. Firearms will not be pointed down range unless the officer visually scans to ensure there is not personnel forward of the firing line.

4. At no time will the trigger finger be placed inside the trigger guard until the firearm is in the fire position and aimed in the direction of the intended target.

5. The trigger finger will be removed from the trigger guard and placed alongside the frame and away from the trigger any other time the firearm is handled (during unholstering, re-holstering, loading, moving or making of adjustments.

6. Firearms will only be discharged utilizing the raised berm as a backdrop.

7. Eye and Ear protection will be utilized by all personnel using the Firearms Range.

8. Department issued and authorized weapons/ammunition will be authorized for use of the Firearms Range. Any other firearms must be approved by the firearms instructor.

9. Firearms Instructors will attend Bi-Annual First Aid Training to include the use of tourniquets, and wound packing.

10. Any firearm uncased and unattended will be unloaded with the magazine removed and the action locked open. Revolvers will be unloaded with the cylinder open.

11. No fireworks or explosive devices shall be allowed on the firing range except by direction of the range officer.

12. Any damage to the firing range shall be reported immediately to the Use of Force Coordinator and the Operations Bureau Commander.

13. All firing range related accidents shall be reported immediately to the Use of Force Coordinator and the Operations Bureau Commander. At all times, a first aid kit will be kept on the range during firearms training.

XVI. RECORDS:

Firearms Instructors shall maintain a record of all weapons owned and approved by this agency. The record should list a description of each firearm to include type, model, serial number, and who the firearm is issued to. These records shall be reviewed annually to ensure accuracy.

Joel P. Dolan
Chief of Police

AUTHORIZED WEAPONS, AMMUNITION & HOLSTERS

WEAPON	DUTY AMMUNITION/ SPECIFICATIONS	PRACTICE AMMUNITION
Glock: **Full- Model 22** (Patrol & Support) **Compact- Model 23** (Administration & Support) **Sub Compact- Model 27** (Task Force Investigators)	Speer LE Gold Dot .40mm 180 Gr.	***Academy/Indoor Range:*** Lead-Free frangible ammunition that most closely replicates the felt recoil and point of impact of the chosen duty round. ***Off-duty/Outdoors:*** Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round.
Sig Sauer: **P365 Compact** (Administration & Task Force Investigators)	Speer LE Gold Dot .9mm Luger 124 Gr.	***Range:*** Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round.
Remington 870	Def Tec Model – 3027, Drag Stabilized 12 Gauge Bean Bag Round.	**Same**
Benelli M2	Remington, 12 Gauge, Hollow Point Slug.	***Range:*** Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round.
Mossberg 930	Remington, 12 Gauge, Hollow Point Slug.	***Range:*** Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round.
Taser: **X2** **X26**	Only Cartridges manufactured by TASER International (AXON), specifically for use in the X2 and X26 shall be used.	Duty Cartridges or AXON manufactured (Blue) Training Cartridge.
	Federal 55 grain	Duty ammunition or suitable factory ammunition replicating the felt recoil

Colt M4LE	Ballistic Tip .223	and point of impact of the chosen duty round.
Colt M4 Carbine **(Only issued to officers assigned to the Special Operations Unit)**	Federal 55 grain Ballistic Tip .223	Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round
Sig Sauer M400	Federal 55 grain Ballistic Tip .223	Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round
Heckler & Koch UMP40 **(Issued to officers assigned to the Special Operations Unit or K9 Unit)**	Speer LE Gold Dot .40mm 180 Gr.	***Academy/Indoor Range:*** Lead-Free frangible ammunition that most closely replicates the felt recoil and point of impact of the chosen duty round. ***Off-duty/Outdoors:*** Duty ammunition or suitable factory ammunition replicating the felt recoil and point of impact of the chosen duty round.
Pepperball Gun: **FTC Launcher**	Live X, .68 x .72 cal. 5% PAVA Powder	***Training/Qualification:*** Pepperball INERT .68 x .72 cal. Inert Powder.
Rifle Optic	Sig Sauer Romeo Series Military Spec Aimpoint red dot Military Spec Eotech. Red dot	
OC Spray **Sabre Red MK-3**	Major Capsaicinoids – 1.33% Oleoresin Capsicum – 10% Non-Flammable, Electric Immobilization Device Compatible.	

Defense Technology, Single Shot, 37mm Launcher	Defense Technologies 37mm, Skat Shell, Model #1170 Defense Technologies 37mm, Barricade Penetrating Projectile, Liquid OC, Model # 1160	
Expandable Baton	ASP 21" or 26" Monadnock 21"-26"	

Joel P. Dolan
Chief of Police

AUTHORIZED HOLSTERS

Patrol

1. Glock 22 or 23 / Safariland holster Model 6360, ALS Mid-Ride - Level 3, 832-61.

2. Glock 23 / Safariland holster Model 6360, ALS Mid-Ride – Level 3, 2832-411.

Detective/Support/Plainclothes

1. Blackhawk Serpa CQC Concealment Holster.

2. Blackhawk T-Series Duty Level 2 Light Bearing Holster.

3. Safariland Model 6377 ALS Concealment Belt Loop Holster.
   Or equivalent holster with the approval of the Special Services Division Commander.

Special Operations Unit Members

1. Safariland holster Model 7355-SP10 Tactical Holster

   To keep a consistent weapon draw, S.O.U. Officers may utilize the Quick Release Locking System to carry this holster on patrol or plain clothes assignment.

2. Safariland holster 7TS SLS Tactical holster

   Or equivalent holster with the approval of the Special Services Division Commander.

Quick Locking System

1. All personnel are authorized to utilize the Safariland Quick Release Locking System to carry Patrol Authorized holsters on a platform suitable for plain clothes assignments.

2. SNHSOU Tactical Officers are authorized to utilize the Quick Release Locking System to carry either the Patrol Authorized holsters or SNHSOU Authorized holsters in any assignment.

3. The Quick Release Locking System is not authorized on any other holster without approval from the Special Services Division Commander.

Joel P. Dolan
Chief of Police

ADDENDUM A

Pistol Qualification Course

Distance	Rounds	Format	Time
3 yards	4	From Holster/Strong Hand: • 2 rounds center mass • 2 rounds center mass	3 sec
5 yards	6	From Holster: 15-degree cant strong hand / 3 rounds 15-degree cant reaction hand / 3 rounds	9 sec
5 yards	6	Failure Drill: From Holster: • 2 rounds center mass, 1 round to head. Issue Police Challenge "Police Don't Move!" • 2 rounds center mass, 1 round to head. (Note: Head Shots will be scored at this time. If round is outside the circle, two rounds will be deducted.)	5 sec
10 yards moving to 3 yards	6	From Low Ready Position: 3 rounds center mass while moving forward. 3 rounds center mass while moving forward.	6 sec
3 yards moving to 10 yards	6	From Low Ready Position: 3 rounds center mass while tactically retreating. 3 rounds center mass while tactically retreating.	6 sec
15 yards	8	From Holster: Stand five feet behind cover. On the command: 2 rounds right side tilting out. 2 rounds right side kneeling. **MAGAZINE CHANGE** 2 rounds left side tilting out. 2 rounds left side kneeling.	25 sec
25 yards	4	From the Holster: Stand five feet behind cover. On the command, move into a kneeling position and fire 4 rounds center mass.	20 sec
TOTAL	**40**		

Must have at least 75% to pass. All scores will be pass or fail.

ADDENDUM B

Rifle Qualification Course

Distance	Rounds	Format	Time
75 yards	5	Prone position – 5 Rounds center mass	N/A
50 yards	6	2 standing, 2 kneeling, 2 prone.	N/A
25 yards	6	3 rounds center mass 3 rounds center mass	N/A
15 yards	8	Standing Behind Cover: 2 rounds standing right side. 2 rounds kneeling right side. Transition to left side. 2 rounds kneeling left side. 2 rounds standing left side.	N/A
10 yards	6	Failure Drill: 2 rounds center mass, 1 round to head. 2 rounds center mass, 1 round to head.	N/A
7 yards	3	Failure Drill: 2 rounds center mass, 1 round to head.	N/A
10-3 yards	6	Shooting on the Move – Failure Drill x2 From the 10-yard line: Instructors will take time to ensure each shooter has one round in their chamber and the magazine has been removed. On the command of move, shooters will advance to the three staying on line. At the sound of threat, shooters will conduct a failure drill. One round to center of mass with their rifle, press rifle trigger again and immediately transition over to their handgun and complete the failure drill by shooting one more round to the center of mass and one round to the head.	N/A
TOTAL	**40**	• **All rounds need to be accounted for** • **32 need to be in silhouette.** • **75% = All scores will be pass or fail.**	

ADDENDUM C

Pistol Low Light Qualification

Distance	Rounds	Format	Time
3 yards	6	From Holster: Interview Stance – No lights • 2 rounds center mass • 2 rounds center mass • 2 rounds center mass	N/A
5 yards	4	From Holster: Interview Stance – Utilize Light • 2 rounds center mass • 2 rounds center mass	N/A
7 yards	4	From Search Mode: Utilize Light • 2 rounds center mass • 2 rounds center mass	N/A
10 yards	4	From Search Mode: Utilize Light 2 rounds center mass **PERFORM TACTICAL RELOAD** 2 rounds center mass	N/A
12 yards	2	From Search Mode: Utilize Light 1 round center mass CONTINUE SEARCHING 1 round center mass	N/A
TOTAL	**20**		

- **All Rounds must be accounted for on target.**
- **80% (16) need to be in silhouette.**
- **All scores will be pass or fail.**

ADDENDUM D

Rifle Low Light Qualification

Distance	Rounds	Format	Time
7 yards	3	Standing: Head Shots – Utilize Light • 1 round • 1 round • 1 round	N/A
10 yards	6	Standing: Head Shots – Utilize Light • 2 rounds • 2 rounds • 2 rounds	N/A
15 yards	6	Standing: Utilize Light • 2 rounds center mass • 2 rounds center mass • 2 rounds center mass	N/A
20 yards	6	Standing: Utilize Light • 2 rounds center mass • 2 rounds center mass • 2 rounds center mass	N/A
25 yards	4	Kneeling: Utilize Light • 2 rounds center mass • 2 rounds center mass	N/A
TOTAL	**25**		

- **All Rounds must be accounted for on target.**
- **80% (20) need to be in silhouette.**
- **All scores will be pass or fail.**